



DEPARTMENT OF THE ARMY  
OFFICE OF THE ASSISTANT SECRETARY  
MANPOWER AND RESERVE AFFAIRS  
111 ARMY PENTAGON  
WASHINGTON, DC 20310-0111



03 DEC 2004

REPLY TO  
ATTENTION OF

SAMR

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: U.S. Army Manpower Analysis Agency (USAMAA)  
Reorganization and Analytical Process Reengineering

Reference, AR 570-4, 15 May 2000, Manpower Management.

In meeting the challenges to support Army Transformation, I am reorganizing the U.S. Army Manpower Analysis Agency (USAMAA), and reengineering the Army's approach to manpower and organizational analysis. These changes will provide invaluable support to me as I perform my oversight responsibilities in the areas of manpower, organizational design and force management. Implementation of this new methodology is also critical in order to provide Army leadership with sound recommendations and a clear understanding of resource implications.

I have taken into consideration your responses to this new methodology, and I am directing the immediate implementation of the following policy changes. All other policies in AR 570-4, Manpower Management, remain in effect.

- a. ASA (M&RA) has approval authority for all manpower models, workload-based templates, and manpower studies.
- b. Major Army Commands (MACOM) and Direct Reporting Units (DRU) continue to determine manpower requirements, using approved models and standard study methodology.
- c. MACOM/DRU models will be validated by a USAMAA-led multi-functional team.
- d. MACOM(s)/DRU(s) will submit all manpower and organizational studies to USAMAA for approval.
- e. MACOM(s)/DRU(s) will use the standard Army study methodology as found in AR 570-4.

f. MACOM(s)/DRU(s) will annually submit their three-year study plan to USAMAA for review; ASA (M&RA) may redirect study efforts based on Army priorities.

The fundamental change in the approach, as reflected in the attached implementation plan, is a methodology that relies on modeling, workload-based templates, and a revised study approach. The implementation plan defines the roles and responsibilities at different operating levels for determining and approving manpower requirements.

We will update all affected regulations and directives as expeditiously as possible to reflect this new approach, and work closely with your staffs as we implement these changes.



Reginald J. Brown  
Assistant Secretary of the Army  
(Manpower and Reserve Affairs)

Enclosure

DISTRIBUTION:

Administrative Assistant to the Secretary of the Army  
Director of the Army Staff  
Deputy Chief of Staff, G-1  
Deputy Chief of Staff, G-2  
Deputy Chief of Staff, G-3  
Deputy Chief of Staff, G-4  
Deputy Chief of Staff, G-8  
Assistant Chief of Staff for Installation Management  
Chief, National Guard Bureau  
Chief, Army Reserve  
Commanders:

US Army Europe and 7<sup>th</sup> Army  
Eighth US Army  
US Army Forces Command  
US Army Materiel Command  
US Army Training and Doctrine Command  
US Army Corps of Engineers  
US Army Special Operations Command

US Army Pacific  
Surface Deployment and Distribution Command  
US Army Criminal Investigation Command  
US Army Medical Command/The Surgeon General  
US Army Intelligence and Security Command  
US Army Military District of Washington  
US Army Space and Missile Defense Command  
US Army Reserve Command  
US Army Military Entrance Processing Command  
Human Resources Command  
US Army Test and Evaluation Command  
Superintendent:  
US Military Academy